

Proposed 2007 Session Legislation

Agency Name: **Department of Administration**

Agency No: **6101**

Priority Number: **3**

Filename: **6101121-003**

Short Title: **Broadband Pay and Classification System**

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1. Purpose:

To attract, retain, and motivate a high-quality workforce. This will be accomplished through a compensation system that is: 1) internally equitable; 2) externally competitive; 3) fiscally responsible; 4) flexible, recognizing employees' individual contributions; 5) supported by the department; 6) easily understood and communicated to all stakeholders.

2. Background:

In October 2004 the department issued a report to the governor, the legislative leadership, and members of the State Administration and Veteran's Affairs Interim Committee. Included in the report was a list of recommendations to address the growing disparity between agency pay delivery systems. Presently, there are 8 different pay plans governing some 12,840 executive branch employees. The Broadband Plan (020) covers 56% (7,084), the Statewide Plan (060) covers 30% (3,476), the Blue Collar Plan covers 7% (871), the Exempt Plan has 4% (566), the State Fund Plan (065) has 2% (287), and the Teachers (064), Medical (067) and IT (068) plans combined (168) have 1%. In addition, there are 3 separate classification systems in place to measure internal equity (broadband, statewide, and blue collar). The report recommended moving all nonelected, nonexempt, and non-State Fund employees to one pay and one classification plan. A State Pay Special Task Force was created by the governor in September 2005 to review the department's recommendations, define an overarching pay philosophy, identify funding options, develop goals for the collective bargaining, and recommend statutory changes.

3. Fiscal Impact by Fund Type:

This impact should be as specific as possible.

Being calculated by SPD & OBPP

4. Summary Checklist [Check & complete all that apply]--

- Housekeeping Only
- Federal Requirement
- Audit Recommendation (Audit No.)
- Major Legislation
- Anticipated to be Controversial Legislation
- Bill Draft has been included in Legislation Submittal (if available)
- Supports Submitted EPP Item Number:
- Local Government Fiscal Impact
- Increases FTE, or
- Decreases FTE by

List FTE amount and program

- Increases Existing Revenue
- Tax
- Fee
- Penalty [amount in #3]
- Decreases Existing Revenue
- Tax
- Fee
- Penalty [amount in #3]
- Establishes New Revenue
- Tax
- Fee
- Penalty [amount in #3]

Leg. has been Submitted in Previous Legislative Sessions (list priority no, LC no, or bill no):

Legislation would affect other state agencies (list):

All agencies in the executive branch with nonelected, nonexempt, non- Blue Collar, non-State Fund employees and non-university system employees.

Special Interest Groups Affected (list):

All labor organizations with collective bargaining agreements.

Other: